**NEW MEXICO LAW ENFORCEMENT STANDARDS AND TRAINING COUNCIL**

**REGULAR MEETING**

DATE: Thursday November 14, 2024

TIME: 9:00 AM

LOCATION: Western Heritage Museum

Junior College 5317 Lovington Highway

Hobbs, NM 88240

**AGENDA**

1. **COUNCIL CALL TO ORDER**
   1. Roll Call

* NMLEST Council Administrator Jessica Ochoa Arballo conducted roll call, confirming the in-person attendance of members: Director. Sonya K. Chavez, Deputy Director Brian Coss, Lt. Veronica Saenz, Cmdr. Joseph Viers, Director Tate McBride, Sgt. Jonathan Jensen, Director Dennis Kelly, Guadalupe Tarango, Nicole Brown, Richard Mathews, Chief Mizel Garcia, Lt. David Lucero.
* Members attending virtually: Director Ray Fritts, Rachel Feldman, Lt. Santiago Roybal, Director Gilbert Najar, Sara Millspaugh.
* Absent members: Cpt. Samuel Ramos, DA Sam Bregman, Mark Swanson, Sheriff Dennis Garcia, Chief Adrian Armijo, Teresa Beaty, Lt. Trevor Weeks.
  1. Approval of Agenda
* Director Sonya K. Chavez moved to approve September 11th, 2024, NMLESTC Agenda, motioned by Guadalupe Tarango, seconded by Chief Mizel Garcia none opposed, motion carried unanimously.
  1. Approval of Meeting Minutes from September 11th, 2024, Meeting
* Director Sonya K. Chavez proposed to approve the September 11, 2024, NMESTC agenda minutes, motioned by Cmdr. Joseph Viers seconded by Chief Mizel Garcia none apposed, motioned carried unanimously.
  1. Welcome from Director Dennis Kelley, Southeastern New Mexico Law Enforcement Satellite Academy Director
* Director Sonya K. Chavez thanked Director Dennis Kelley and staff for their collaboration and hosting assistance.

1. **AGENDA ITEMS FOR DISCUSSION/ADOPTION**
   1. **NMLEST**
      * NMLEA Lesson Plan Curriculum Style Guide and JTA Curriculum Timeline (*Deputy Director Brian Coss*)
        + Deputy Director Brian Coss provided an update on the JTA Curriculum and Style Guide. He reminded everyone that the style guide had been distributed and was included in the handouts and agenda. The JTA will be completed first, followed by curriculum analysis. An RFP has been developed, and we expect to have updates by mid to late December regarding responses. It’s considered best practice that the same entity handling the JTA also manages curriculum development. Upon completion of the RFP, the project timeline is estimated to be approximately 18 months, which will include the full curriculum, lesson plans, and block test sections. The last JTA was completed in 1999; however, curriculum development was not conducted at that time, rendering it unhelpful for our current needs. The selected vendor for this project will be required to include subject matter experts to ensure the development is comprehensive and relevant. Deputy Director Brian Coss explained that vendor selected for the Basic Training Curriculum Development RFP will adhere to the professional style guide for lesson plans approved by the New Mexico Law Enforcement Standards and Training Council.Richard Mathews advised the council to refrain from second-guessing the Job Task Analysis (JTA). He emphasized the importance of relying on the data-driven approach and cautioned against offering feedback based solely on opinions. He recommended ensuring that any changes made are supported by thorough studies and solid data, rather than subjective viewpoints.Director Chavez assured the council that this project is a top priority for the academy. The curriculum development process has been underway for some time, and the outcome will benefit all agencies. She encouraged members to involve subject matter experts from their departments to contribute their insights and expertise to the process.
      * Critical Incident Management (CIM) Course Curriculum and Instructor Certification Standards (*Director Tate McBride*)
        + The conversation highlighted the increasing need for additional qualified instructors, particularly in the area of Critical Incident Management (CIM), to ensure the effective delivery of training programs across all law enforcement academies. It was proposed that a statewide, centralized list be created, featuring active CIM instructors available to support various academies and agencies. This list would be accessible to all agencies statewide, ensuring that academies can easily identify qualified instructors when needed. Furthermore, it was suggested that CIM instructors who agree to assist at multiple locations throughout the state be incentivized, potentially with compensation or other rewards, to encourage their participation and help address the growing demand for training. This initiative aims to create a more streamlined process for finding and utilizing instructors while also ensuring that the quality and availability of training across New Mexico are maintained at a high standard. Deputy Director Brian Coss provided an overview of an upcoming instructor course focused on handling situations involving individuals with mental impairments. He highlighted that the Public Safety Psychology Group offers specialized training in this area, which aims to equip instructors with the skills necessary to effectively manage encounters with mentally impaired individuals. This course will be an important resource for enhancing public safety professionals' understanding and response to mental health issues within their communities.
      * Annual Law Enforcement Training Requirements (Deputy Director Brian Coss)
        + Deputy Director Brian Coss explained the we are currently working on getting some of the offered trainings onto or learning management system, which just rolled out as peer to peer, and now statewide is available through the portal in Acadis. Suggested that the council provide feedback for the Inservice training requirements, once the curriculum is established it will affect all aspects of the training to include; training programs, skill based, instructor development and every block instruction.
        + Deputy Director Brian Coss provided an update on the ongoing efforts to integrate several of the offered trainings into the newly launched Learning Management System (LMS), which is now accessible statewide through the Acadis portal. He mentioned that the system, initially introduced as peer-to-peer, is now available for broader use across the state. He encouraged the council to provide feedback on the in-service training requirements, as the established curriculum will have a significant impact on all training aspects, including training programs, skill-based training, instructor development, and every block of instruction.
   2. **STATUS OF REVISION TO LEGAL CURRICULUM**

* Director Chavez explained that modernizing the curriculum is a significant undertaking, with a particular focus on updating the legal instruction, which was identified as a key area for improvement in the Job Task Analysis (JTA). The goal is to enhance the current 40 hours of legal instruction by moving away from traditional PowerPoint-based methods and adopting more dynamic, creative, and engaging instructional approaches. Director Chavez mentioned that the Academy is collaborating with CNM to modify their standard legal curriculum to better meet the needs of the Law Enforcement Academy. CNM will also assist in teaching these courses alongside the current legal instructor. The aim is to roll out this updated legal training beginning with the next Basic Police Officer Class.

1. **REPORTS**
   1. Director Reports
      * Academy Reports & Updates
        + Director Chavez introduced Joshua Calder as the new CEO of the Certification Board, highlighting the significance of his role and the positive impact it will have on the Law Enforcement Academy. She emphasized the importance of his leadership in advancing the Academy's certification processes and ensuring alignment with industry standards.
        + Director Chavez expressed her deep appreciation for the academy instructors, recognizing their unwavering dedication and their ability to effectively manage challenges. She highlighted her pride in their efforts, particularly in the successful handling of various issues during the recent BPOT class, which started with 46 students and concluded with 25 graduates. The instructors were specifically commended for their adaptability and prompt response to unexpected circumstances, including inclement weather, which impacted the graduation plans. Their professionalism ensured that the training proceeded smoothly despite these challenges. She emphasized the importance and necessity of exempting the pool of psychologists, noting that this concern has been raised previously and continues to be a significant need.
      * APD
        + Cmdr. Viers provided an update on the October graduation, which began with 19 students and concluded with 14 graduates due to personnel-related issues.
      * SENM.
        + Director Kelly is currently in week 13 of the Basic Academy class. The class originally started with 28 participants, and there are now 23. Director Kelly inquired about the hardship waiver process, specifically regarding its reference in the administrative code.
      * NMSP
        + Lt. Seanz began with PST Class 10, which started with 10 participants and graduated 8. Additionally, the #104 recruit class started with 30 recruits and graduated 20.
      * CNM
        + Mr. Ray Fritts is currently overseeing Class #12, which began with 22 participants and currently has 20. Two individuals were dismissed due to personnel matters.
      * BCSO
        + Captain Santiago Roybal currently has 12 individuals set to graduate, including 3 from Rio Rancho PD. He also noted that his replacement will be Trevor Weeks.
      * DASO.
        + Captain Sam Ramos is no longer in the position and will be succeeded by Lieutenant David Lucero. The current class consists of 17 participants, with graduation scheduled for February 13, 2025.
      * WNM
        + Dr. Najar in the middle of testing and selection of the next class at this time.
   2. Compliance Audit Update
      * The New Mexico Law Enforcement Academy should conduct regular audits of the satellite academies. We are currently working on implementing this process by the first quarter of 2025, with plans to have at least two part-time contracted individuals dedicated to this task.
   3. Updates from Rulemaking Working Groups
      * Law Enforcement Rulemaking Working Group

Presented by Sgt. Jonathan Jensen

Further discussion is needed regarding the public comment section in relation to the NMAC. We should begin considering what next year’s council meetings will entail and work closely on developing the timeline.

* + - Telecommunicator Rulemaking Working Group

Presented by Member Nicole Brown

Expressed enthusiasm about the establishment of a dedicated section for telecommunicators, which will streamline the process by allowing direct access to relevant content without the need to navigate through unrelated sections.

* + - Legislative Rulemaking Working Group

Presented by Member Rachel Feldman

A meeting has not yet been held regarding the proposal to rescind the current in-service training requirements and replace them with a new mandate for the next biennium. However, a meeting with Senator Maestas has taken place to discuss proposed changes that are up for legislative review, including revisions related to the academy and the in-service training components.

1. **PUBLIC COMMENT**

There were no requests for public comment.

1. **NEW BUSINESS**
   1. New Vice Chair Selection
      * Nominations are now open for the position of Vice Chair. Nicole Brown nominates Sgt. Jensen, and Sgt. Jensen accepts the nomination. Director Chavez calls for a motion to table the vote until the December meeting. Cmdr. Viers motions to table, and member Nicole Brown seconds the motion. The motion carries unanimously, with no objections.
   2. Presentation and Council vote on CNM LEA implementation of new Agility 1 Course at CNM Academy (Director Ray Fritts)
      * Approval has been granted for the agility course, obstacle course, and arrest simulator. These projects are now in the final stages of completion and are close to being fully finalized.
   3. Acadis Update (Director Sonya K. Chavez)
      * **LMS Module Launch**: Free online training with automatic record updates.
      * **Compliance Tracker**: Helps track and remind of 2024-2025 training requirements.
      * **Upcoming Topics**: 8 annual and 3 biennial topics via eLearning in 2025.
      * **Application Improvements**: Streamlined digital applications for satellite academies by 2025.
      * **Mobile App**: Record firearms scores via Acadis® Mobile app.
      * **Status**: Mobile app in testing, training materials being prepared.
      * **Benefits**: Simplifies training, reporting, and tracking, saving time and resources.
   4. Training Update (Director, Sonya K. Chavez) Covered under “Directors Reports”
   5. Directors Quarterly Meetings (Sonya K. Chavez)*-initiated in October of 2024*
      * Director Chavez will follow up with the Council on items for discussion, beginning in 2025.
2. **OLD BUSINESS**
   1. Improvements in Application Review Processes (Deputy Director, Brian Coss) Outline of NMSA and NMAC
      * Director Coss provided a summary of the application process, starting from its initiation at the respective satellite academies. He highlighted the key areas of focus where the New Mexico Law Enforcement Academy New Mexico Law Enforcement Academy has identified the most significant concerns, which could be addressed and vetted at the satellite academy level.
   2. Test Leak Update (Director, Sonya K. Chavez)
      * All block tests have been revised, and the investigation has provided preliminary reports, which are currently under review.
   3. Council Overview for New Mexico State Legislature (Sgt. J. Jensen)
      * Inservice requirements were thoroughly discussed in relation to the statute and current regulations, with an emphasis on simplifying the requirements. A potential proposal was presented outlining steps to streamline the process, including developing more detailed requirements and aligning all related topics to better serve all agencies. The goal is to present this proposal to the legislature and the appropriate statutory authority for consideration.
3. **ANNOUNCEMENTS AND ADJOURNMENT**
   1. Next Meeting: December 11, 2024 - Albuquerque, NM
   2. Member Announcements
      * Bernalillo County Sheriff’s Office Regional Training Academy Director, Lt. Trevor Weeks
      * Doña Ana County Sheriff’s Office Regional Satellite Academy Director, Lt. David Lucero
   3. Adjourn

Director Sonya K. Chavez called for a motion to adjourn at 12:09pm. The motion was made by Member Nicole Brown and seconded by Cmdr. Joseph Viers. There were no objections, motion passed unanimously.